

WBAL-TV  
Exhibit 1

**WBAL-TV, WBAL-AM, WYYY-FM  
EEO PUBLIC FILE REPORT**

June 1, 2008 – May 31, 2009

This EEO Public File Report is filed in the public inspection files for Stations WBAL-TV, WBAL (AM), and WYYY (FM), pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") rules. Pursuant to the FCC's rules, Stations WBAL-TV, WBAL (AM), and WYYY (FM) are considered a single employment unit. Therefore, the EEO activity for each of these stations is reported in this Report.

**VACANCY LIST**

See Master Recruitment Source List (MRSL) below for recruitment source data

Job Title	Job Title ID	Date Vacancy Opened	Date Vacancy Filled	Total Number of Persons Interviewed for the Vacancy	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Assistant/National - TV	A <sup>1</sup>	5/20/08	8/4/08	9	3, 6, 10, 14, 20, 21, 22, 24, 25, 26, 30, 31, 32, 34, 35, 38, 39, 41, 44, 46, 47, 48, 59, 62, 64, 65, 70, 71, 74	35
Promotion Producer - TV	B <sup>2</sup>	6/17/08	8/4/08	5	1, 3, 6, 10, 14, 20, 21, 22, 24, 25, 26, 30, 31, 32, 34, 35, 38, 39, 41, 44, 46, 47, 48, 59, 62, 64, 65, 70, 71, 74	35
Account Executive - TV	C	7/18/08	9/2/08	9	3, 6, 10, 14, 20, 21, 22, 24, 25, 26, 30, 31, 32, 34, 35, 38, 39, 41, 44, 46, 47, 48, 59, 62, 64, 65, 70, 71, 74	25
Traffic Coordinator - TV	D <sup>3</sup>	8/4/08	8/4/08	1	35	35
Account Executive - TV	E <sup>4</sup>	9/2/08	1/16/09	1	35	35
Production Manager - TV	F <sup>5</sup>	9/15/08	10/27/08	1	35	35
News Producer - TV	G <sup>6</sup>	10/24/08	12/9/08	3	3, 6, 10, 14, 20, 21, 22, 24, 25, 26, 30, 31, 32, 34, 35, 38, 39, 41, 44, 46, 47, 48, 59, 62, 64, 65, 70, 71, 74	35
Account Executive - AM	H	3/28/08	2/11/09	11	3, 6, 10, 14, 20, 21, 22, 24, 25, 26, 30, 31, 32, 34, 35, 38, 39, 41, 44, 46, 47, 48, 59, 62, 64, 65, 70, 71, 74	25



## MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
1	<b>602 Communications</b> Graeme Newell 704 543-1426 <a href="mailto:Gnewell@602Communications.com">Gnewell@602Communications.com</a>	N	B=1
2	<b>AAMI Broadcasting Training School</b> Mr. Kieth Murphy 2164 Wisconsin Ave., N.W. Washington, DC 20007	N	none
3	<b>Afro-American Newspapers</b> 2519 N. Charles Street Baltimore, MD 21218 410-554-8200 877-570-9297 (Fax) <a href="mailto:mgoodwin@afro.com">mgoodwin@afro.com</a>	N	none
4	<b>AFTRA/SAG</b> Tanya Crumley 4340 East West Highway Suite 204 Bethesda, MD 20814 <a href="mailto:tcrumley@aftra.com">tcrumley@aftra.com</a>	N	none
5	<b>Allaccess.com</b>	N	none
6	<b>American Women in Radio &amp; TV (AWRT)</b> Amy Lortz 7501 Berkshire Rd Baltimore, MD 21224 <a href="http://Awrt.org/members/careerline">Awrt.org/members/careerline</a>	N	none
7	<b>Asian American Journalists Association</b> Albert Lee Professional Programs Coordinator 1182 Market St. Suite 320 San Francisco, CA 94102 415-346-2051, x500 <a href="mailto:post@aaaja.org">post@aaaja.org</a>	N	none
8	<b>Associated Black Charities</b> <a href="mailto:dstanley@abc-md.org">dstanley@abc-md.org</a>	N	none
9	(Same as #6 Above - # Not Used)		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
10	<b>BCCC</b> Karen Smedley (2005) Deidre Hill/Job Recruitement (updated 2006) 2901 Liberty Heights Ave Baltimore, MD 21215 <a href="mailto:ksmedley@bccc.edu">ksmedley@bccc.edu</a> <a href="mailto:dhill@bccc.edu">dhill@bccc.edu</a>	N	none
11	<b>Black College Radio</b> <a href="mailto:bcrmail@blackcollegeradio.com">bcrmail@blackcollegeradio.com</a>	N	none
12	<b>Bowie State University</b> Mary Johnson Career Development Center 14000 Jericho Park Rd Bowie, MD 20715	N	none
13	<b>Broadcasting and Cable Magazine</b> 646-746-6949 Fax 646-746-6954 <a href="mailto:yatsumi@reedbusiness.com">yatsumi@reedbusiness.com</a>	N	none
14	<b>Broadcasting Institute of Maryland</b> Norm Brooks Placement Director Baltimore, MD 21234 <a href="mailto:nb@bim.org">nb@bim.org</a>	N	none
15	<b>Career Communications Group</b> <a href="mailto:gmatison@ccgmag.com">gmatison@ccgmag.com</a>	N	none
16	<b>Careerbuilder.com</b>	N	K = 3, L = 1
17	<b>Catholic Charities</b> <a href="mailto:mcorcora@catholiccharities.com">mcorcora@catholiccharities.com</a>	N	none
18	<b>CCBC- Essex Campus</b> Continuing Education Department 7201 Rossville Blvd Baltimore, MD 21237 <a href="mailto:ceed@ccbc.cc.md.us">ceed@ccbc.cc.md.us</a>	N	none
19	<b>College of Notre Dame</b> 4701 N Charles Street Baltimore, MD 21210	N	none
20	<b>Communities Organized to Improve Life</b> Stacey Smith 1200 W Baltimore St Baltimore, MD 21223 410-837-2036	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
21	<b>Community Assistance Network</b> Geraldine Thompson (2005) Hal Malone (2006) 7701 Dunmanway Dundalk, MD 21222 410-285-4674	N	none
22	<b>Coppin State College</b> Seana Coulter James Thorton 2500 W. North Avenue Baltimore, MD 21216 <a href="mailto:albowia@coppin.edu">albowia@coppin.edu</a> 410-383-5855	N	none
23	<b>Corporate of Public Broadcasting</b> <a href="mailto:mcrawford@cpb.com">mcrawford@cpb.com</a>	N	none
24	<b>Dept of Labor, Licensing &amp; Regulation</b> Bernadine Anderson Business Resource Representative 1100 N. Eutaw St. Room 101 Baltimore, MD 21201 <a href="mailto:banderson@careernet.state.md.us">banderson@careernet.state.md.us</a> <a href="mailto:lvass@careernet.state.md.us">lvass@careernet.state.md.us</a>	N	none
25	<b>External Referral/Word of Mouth</b>	N	C = 2, H = 3, K = 1
26	<b>Gov. Office of Minority Affairs</b> Ernie Mosby 6 St. Paul Street Baltimore, MD 21202 410-767-8232	N	none
27	<b>Greater Baltimore Jobs</b> Baltjobs.com 888-818-JOBS	N	none
28	<b>Greater Baltimore Urban League</b> Sandra Lewis (Via Email) Howard Henderson (Via US Mail) Executive Asst. to President & CEO 512 Orchard St. Baltimore, MD 21202 <a href="mailto:slewis@bul.org">slewis@bul.org</a> <a href="mailto:careers@bul.org">careers@bul.org</a>	N	none
29	<b>HATV Employee Referral</b>	N	none
30	<b>Hon. Elijah Cummings Office</b> Georgia Jennings-Warmsley District Director Baltimore, MD 21201 <a href="mailto:Fran.allen@mail.house.gov">Fran.allen@mail.house.gov</a>	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
31	Hotjobs.yahoo.com Hearst Argyle.com	N	none
32	Howard Univ. School of Communications 525 Bryant St. NW Washington, DC 20059 <a href="mailto:L_g_brown@howard.edu">L_g_brown@howard.edu</a> <a href="mailto:Cdudley@howard.edu">Cdudley@howard.edu</a> 202-806-7690	Y	none
33	Inside Radio	N	none
34	Internal Employee Referral of External candidate	N	A = 2, B = 1, C = 1, H = 3
35	Internal Posting/ Internal Promotion/Intern Program	N	A = 2, B = 3, D = 1, E = 1, F = 1, G = 3, I = 1
36	Inventive Marketing LLC <a href="mailto:info@inventivemarketing.com">info@inventivemarketing.com</a>		none
37	Journalismjobs.com 510-524-2007	N	none
38	Loyola College Mary DeManss 4501 N. Charles Street Baltimore, MD 21210	N	none
39	Mayor's Office of Employment Develop Mr. Jesse Rice Workforce Development Specialist Baltimore, MD 21202 <a href="mailto:knichols@oedworks.com">knichols@oedworks.com</a>	N	none
40	McDaniel College Karen Arnie Career Development Center 2 College Hall Westminister, MD 21177	N	none
41	Md. Comm. On Hispanic Affairs 311 W. Saratoga St. Baltimore, MD 21201 410-767-7857	N	none
42	Md. Office of Asian Pacific American Affairs 311 W. Saratoga St. Baltimore, MD 21201 410-766-7491	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
43	Medialine.com PO Box 51909 Pacific Grove, CA 93950 800-237-8073	N	none
44	Morgan State University Joseph Barber Center for Career Development C-224 Montebello 1700 E. Cold Spring Lane Baltimore, MD 21251 <a href="mailto:ccd@moac.morgan.edu">ccd@moac.morgan.edu</a> 443-885-3110	N	none
45	N.A.B. Michael McKinley 1771 N. Street, NW Washington, DC 20036	N	none
46	NAACP Mr. John White 4805 Mt. Hope Drive Baltimore, MD 21215 410-486-4223	N	none
47	NABJ (National Association of Black Journalists) 8701 Adephe Road Adelphi, MD 20783-1716 310-445-7100	N	none
48	National Association of Hispanic Journalists Michelle Vignoli Program Assistant 1193 National Press Bldg. Washington, DC 20045 <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	N	none
49	Notre Dame College <a href="mailto:careercenter@ndm.edu">careercenter@ndm.edu</a>	N	none
50	Omega Studios 5609 Fishers Lane Rockville, MD 20852 <a href="mailto:chris@omegastudios.com">chris@omegastudios.com</a>	N	none
51	Radio and Record.com	N	none
52	RTNDA Steve Dunphey 1000 Connecticut Ave., NW Ste. 216 Washington, DC 20036	N	none



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
53	SBE (Society of Broadcast Engineers) 317-846-9000 Fax: 317-846-9120 Scott Jones <a href="mailto:Kjones@sbe.org">Kjones@sbe.org</a>	N	L = 1
54	Sheffield Audio Visual School Bill Reilly <a href="mailto:bill@sheffieldav.com">bill@sheffieldav.com</a>	N	none
55	Spots n' Dots <a href="http://www.selltv@aol.com">www.selltv@aol.com</a>	N	none
56	Talent Agent/Agency Referral	N	none
57	Television Week Erick Chasko 323-370-2415 Fax 323-658-6174 <a href="mailto:echasko@crain.com">echasko@crain.com</a>	N	none
58	The Baltimore Sun 410-539-7700 <a href="http://www.baltimoresun.com">www.baltimoresun.com</a>	N	none
59	Towson University Mona Martin 8000 York Rd. Enrollment Services Bldg. Towson, MD 21252 <a href="mailto:mmartin@townso.edu">mmartin@townso.edu</a> <a href="mailto:lpearson@towson.edu">lpearson@towson.edu</a> <a href="mailto:bmoore@towson.edu">bmoore@towson.edu</a> <a href="http://www.towson.edu/careercenter">www.towson.edu/careercenter</a> 410-830-4814	N	none
60	TVJobs.com Attn: Mark C Holliday Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 760-754-8177 Fax 760-754-2115	N	none
61	Unity Conference Washington DC	N	none
62	University Maryland, BC Executive Administrative Assistant Career Services Center <a href="mailto:donohue@umbc.edu">donohue@umbc.edu</a> <a href="mailto:lpeters@unmb.edu">lpeters@unmb.edu</a> (name change as of 1/7/06)	Y	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
63	University of Baltimore 2530 N Charles Ave Baltimore, MD <a href="mailto:careercenter@ubmail.ubalt.edu">careercenter@ubmail.ubalt.edu</a>	N	none
64	Unsolicited – Phone Call, Resume or Application, Word of Mouth	N	C = 1, H = 1, J = 4
65	WBALChannel.com WBAL.com 98Online.com WBALTV.com	N	A = 4, C = 5, H = 4, K = 1
66	Villa Julie College Ellen Yerman Career Development Office 1525 Greenspring Valley Rd Stevenson, MD 21153	N	none
67	Rick Gevers & Associates PO Box 577 Zionsville, IN 46077-0577 <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>	N	none
68	Media Management Tom Dolan 3 North Court Street Frederick, MD 21701	N	none
69	TVandRadioJobs.com	N	none
70	National Organization for Women – Baltimore Chapter PO Box 253 Timonium, MD 21094 <a href="mailto:info@baltimorenow.org">info@baltimorenow.org</a>	N	none
71	Emma L Bowen Foundation for Minority Interest in Media 524 W 57 <sup>th</sup> Street New York, NY 10019	N	none
72	Monster.com	N	none
73	City Paper 410-728-8728 (Fax)	N	none
74	Urban League <a href="http://www.bul.org">www.bul.org</a>	N	A = 1
75	William Morris Agency 1325 Ave of the Americas New York, NY 10019 212-586-5100	N	none
76	If Management 810 – 7 <sup>th</sup> Ave New York, NY 10019 212-265-7711	N	none

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees by Job Title ID Referred over 12-month period
77	Broadcast Cable Financial Management Association (BCFM) <a href="http://www.bcfm.com">www.bcfm.com</a>	N	none
78	<b>DCRTV.com</b> DC/Baltimore area radio/tv/media website <a href="http://www.dcrtv.com">www.dcrtv.com</a>	N	L = 1
79	<b>Traffic Directors Guild of America</b> <a href="http://www.tdga.org">www.tdga.org</a>	N	none
80	<b>Jewish Vocational Services</b> 1515 Reisterstown Rd Baltimore, MD 21208 410-653-5760	N	none

ATTACHMENT B

MENU OPTION ACTIVITIES

## MENU OPTION ACTIVITIES

Stations WBAL-TV, WBAL(AM), and WYYY(FM) have engaged in the following outreach activities during the period covered by this Report:

Activity Classification*	Type of Activity	Brief Description
5	Internship Program	We have an internship program for the fall semester, the spring semester, and the summer. Between June 1, 2008 and May 31, 2009, we accepted a total of 59 college students majoring in communications, in each session. Students are assigned to news, production, sports, videography, sales and marketing, meteorology, promotion, and public affairs. The students spend an average of 20 hours a week and earn three college credits for completing this program.
12	Job Banks	Our open positions and internships are listed in job banks at the Baltimore Urban League, the NAACP, The Maryland State Department of Employment and Training, and the Mayor's Office of Employment Development.
12	Minority Listing	Our openings are listed with the National Association of Black Journalists, the Asian American Journalists Association, The Governor's Office of Minority Affairs, The National Association of Hispanic Journalists, The Emma J. Bowen Foundation for Minority Interest in Media, the Association of Women in Radio & Television, and Jewish Vocational Services.
7	Scholarship Fund	We have established the Clifton R. Cox Scholarship Fund as a salute to an employee who retired due to illness after more than 40 years of service. This scholarship is administered by the Advertising Club of Baltimore and is awarded each year to a student interested in a career in television production.

10	Educational Institutions	<p>We are one of 12 host stations for the United States Telecommunications Training Institute (USTTI) which brings foreign television professionals to the United States to learn about the rapidly changing industry. They spend time experiencing each department in the station and go back to their stations to train and prepare the staff there. We hosted two visitors in April of 2009, an Executive Editor from Manila (Philippines), and a Production Manager from Sana, Yemen.</p> <p>Jordan Wertlieb, General Manager of WBAL-TV, addressed the Marketing Class at Catonsville Community College on April 30, 2009, regarding technology and future opportunities in the broadcasting industry.</p> <p>Wanda Draper, Director of Programming and Public Affairs for WBAL-TV addressed the Communications Class at Goucher College on April 18, 2009, regarding careers in television broadcasting.</p> <p>Katherine Dietrich, Senior Account Executive for WIYY-FM (98 Rock) addressed the Communications Class at Goucher College on April 25, 2009, regarding careers in broadcast sales and media planning.</p> <p>Mark Miller, News Director for WBAL-AM addressed the Media Criticism Class at Towson University on September 21, 2008, and again on March 26, 2009, regarding the broadcasting industry and job opportunities on air, off air, and on line, as well as internship opportunities.</p> <p>Scott Wykoff, News Anchor/Reporter addressed the Audio Production Class at McDaniel College on April 22, 2009. Mr. Wykoff delivered a multimedia presentation regarding careers in news gathering, and the writing/producing processes for audio (radio, podcasts, etc.).</p> <p>Scott Wykoff, News Anchor/Reporter addressed the Broadcast Writing and Reporting Class at the School of Media and Public Affairs at George Washington University on March 23, 2009. Mr. Wykoff delivered a multimedia presentation regarding careers as a news reporter.</p> <p>Mark Miller, News Director for WBAL-AM addressed the Broadcasting Class at Towson University on December 4, 2008, regarding the broadcasting industry and job opportunities on air, off air, and on line, as well as internship opportunities.</p>
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1	Job Fair	<p>Representatives of all 3 stations participated in the NAACP joint Employment Fair with Congressman Elijah Cummings and the Maryland State Department of Higher Education at the Fifth Regiment Armory in Baltimore City on March 30, 2009. Representing WBAL-TV: Wanda Draper, Director of Programming and Public Relations. Representing WBAL-AM: Arthur Hawkins, Sales Manager. Representing WIYY-FM: Hugues Jean, Sales Manager.</p> <p>Representatives of all 3 stations participated in the annual Communications Job Fair at Howard University on October 23 – 24, 2008. Representing WBAL-TV: Wanda Draper, Director of Programming and Public Relations. Representing WBAL-AM: Arthur Hawkins, Sales Manager. Representing WIYY-FM: Hugues Jean, Sales Manager.</p> <p>Representatives of all 3 stations participated in the annual Job Fair at Loyola College on March 25, 2009. Representing WBAL-TV: Wanda Draper, Director of Programming and Public Relations. Representing WBAL-AM: Arthur Hawkins, Sales Manager. Representing WIYY-FM: Hugues Jean, Sales Manager.</p> <p>Representatives of all 3 stations participated in the “Part-Time and Summer Job Fair” on April 6, 2009, and the “Just in Time” Job Fair on April 21, 2009 at Towson University. Representing WBAL-TV: Wanda Draper, Director of Programming and Public Relations. Representing WBAL-AM: Arthur Hawkins, Sales Manager. Representing WIYY-FM: Hugues Jean, Sales Manager.</p>
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4	Career Days	<p>Scott Wykoff, News Anchor/Reporter staffed a booth at the Philip Merrill College of Journalism Career Day at the University of Maryland College Park Campus on October 20, 2008, presenting information on careers in broadcast journalism.</p> <p>Stan Stovall, News Anchor, presented a session during Congressman Elijah Cummings Teen Summit, encouraging minority male teens to prepare for and pursue careers in broadcasting on February 16<sup>th</sup>, 2009, at the Baltimore Convention Center.</p> <p>Wanda Draper, Director of Programming and Public Relations, participated as a panelist in the annual Leadership Carroll Media Day at Carroll Community College on April 14, 2009, presenting information on careers in broadcasting and journalism.</p> <p>Wanda Draper, Director of Programming and Public Relations, and Hugues Jean, Sales Manager, participated as interviewers in the annual School to Career "Mock Interview" Day at New Town High School on November 20-21, 2008.</p>
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\* For "Activity Classification", use "1" through "16" in accordance with attached list.



### Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.